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ABSTRACT

A study compared faculty salaries at the University of Maryland at College Park (UMCP) with those at other institutions. The data were drawn from the fiscal year 1991 Integrated Postsecondary Education Data System survey, "Salary, Tenure, and Fringe Benefits of Full-Time Instructional Faculty", and the data for UMCP were compared with data for 33 public and private member institutions of the Association of American Universities (AAU) and also with data from 9 "designated peer" institutions. Average salaries were computed for each institution by academic rank, type of contract (9- or 12-month), and gender. Results indicated that at most institutions, the 9-month contract is more common than the 12-month contract. It was also found that at all three faculty ranks, UMCP reported lower average salaries for the 9-month contract than for the adjusted 12-month contract. In addition, at all institutions with two exceptions, male instructional faculty had higher average salaries than did female faculty at each academic rank. UMCP's percentage difference fell below the mean percentage difference at all three ranks. The study notes that the results should be interpreted with caution because several important variables that help explain salary differences are not controlled. Included are 10 tables in an appendix. (JB)

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ANALYSIS OF FACULTY SALARIES:

A Comparison of The University of Maryland at College Park with AAU Public and Private and Designated Peer Universities Fall 1990

September 1991

Office of Institutional Studies
2132 Main Administration
University of Maryland at College Park
College Park, Maryland 20742

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Analysis of Faculty Salaries: A Comparison of the University of Maryland at College Park With AAU Public and Private and Designated Peer Universities--Fall 1990

This report compares faculty salaries at the University of Maryland at College Park (UMCP) with those at 33 public and private member institutions of the Association of American Universities (AAU). The faculty salaries at the University of Maryland are also compared to a subset of this group which consists of nine "designated peer" institutions. The institutions in this group are considered especially similar to UMCP in terms of characteristics such as enrollment, curriculum, faculty, and mission. A list of participating schools is presented in Appendix A. Data are presented for single-campus institutions or the major campus of university systems with multiple campuses. Only contract salaries are compared; fringe benefits were not included in the analyses in this report. The report focuses on the average salaries of faculty categorized by academic rank, type of contract, and gender. The analyses are limited to professors, associate professors, and assistant professors who are classified as instructional faculty. Instructors and lecturers are excluded.

Design of Study

The data for this study were drawn from the FY 91 Integrated Postsecondary Education Data System (IPEDS) survey, Salary, Tenure, and Fringe Benefits of Full-Time Instructional Faculty. The survey provides information on salary, academic rank, gender, type of contract, and tenure status. Average salaries were computed for

each institution by academic rank, type of contract (9 or 12 month), and gender. The 12-month salaries were adjusted to an academic year basis, according to procedures of the American Association of University Professors (AAUP), by multiplying the total salary outlays by nine elevenths (9/11).

Average Salary by Academic Rank for Instructional Faculty

Table 1A presents the number of faculty and the average adjusted salaries for each academic rank, and the combined ranks, at all 34 universities. The relative standings of each university, based on the average salaries, are also included in the Table.

Across all the AAU institutions[1] and all academic ranks, the mean salary is $54,321. By rank, the means are $65,561 for professors, $46,938 for associate professors, and $39,647 for assistant professors. Relative to the 33 AAU institutions, UMCP stands 11th in the overall salary averages, 11th in professors' salary averages, 10th in associate professors' and assistant professors' salary averages. For Fall 1990, UMCP's average salaries are above the median at all three ranks, and this campus' three-ranks salary average is also above the median. These findings suggest that UMCP's overall ranking has remained stable

[1] Means and medians presented in Tables 1A-7 do not include the University of Maryland in order that University of Maryland figures might be compared to the group of 33 AAU institutions.

and similar to rankings of previous years. Note, however, that the institutions included in the analyses differ somewhat from year to year.

Schools having average salaries consistently at or above the median salaries by rank and overall are: University of California at Berkeley, University of California at Los Angeles, Carnegie-Mellon University, Cornell University, Duke University, University of Florida, University of Maryland, Massachusetts Institute of Technology, University of Michigan, SUNY at Buffalo, and Northwestern University.

Those having average salaries consistently below the median salaries by rank and overall are: University of Arizona, University of Colorado, University of Indiana, University of Kansas, Michigan State University, University of Missouri, University of Nebraska, University of Oregon, University of Pittsburgh, and University of Washington.

It should be noted that interpretations of the data presented here must be viewed within a limited context. There are a number of important factors that may influence average salaries. These include the number of years of teaching experience, quality of experience (research and publications), supply of qualified teachers in each discipline, and cost of living where the university is located. Data on these variables are not available for this report.

Nine of the 34 AAU institutions have been designated as "peer institutions:" University of Arizona, University of California at

Berkeley, University of California at Los Angeles, University of Illinois, University of Michigan, University of Minnesota, University of North Carolina, Ohio State University, and University of Texas. Table 1B presents the mean salaries by rank and for the three combined ranks at these nine universities. As indicated in the Table, the average salary at UMCP is 4th in rank among professors and assistant professors, and 3rd among associate professors. UMCP average salaries were above the mean for each rank individually, but slightly below the mean for the three ranks combined.

Average Salary by Type of Contract and Academic Rank

Institutions differ in the proportion of 9-month versus 12-month contracts, as indicated in Table 2. Brandeis University, Duke University, Northwestern University, University of Texas, and Tulane University do not offer 12-month contracts to their faculty. For the three academic ranks (professor, associate, and assistant), for all AAU institutions, the average proportions of 12-month contracts are 17 percent, 16 percent, and 14 percent, respectively. At UMCP, the faculty having 12-month contracts comprise 25 percent of professors, 15 percent of associate professors, and 10 percent of assistant professors.

Average salaries differ according to the type of contract at most institutions, but these differences are inconsistent across ranks. For the AAU institutions, Table 3 shows the average salaries by type of contract by rank, the magnitude of the salary differences (9-month average salaries minus the adjusted 12-month

average salaries), and percentage differences between 9-month and adjusted 12-month average salaries (salary differences divided by 9-month average salaries).

On average, 9-month salaries are lower than adjusted 12-month salaries at the ranks of professor and associate professor, but larger than 12-month salaries at the rank of assistant professor. The average percentage differences are -1.7 percent for professors, -2.4 percent for associate professors, and 4.3 percent for assistant professors. At UMCP, the percentage differences by rank are -5.5 percent for professors, -8.6 percent for associate professors, and -3.8 percent for assistant professors.

Average Salary by Academic Rank and Gender

Comparisons between the average salaries of men and women for each rank at the AAU institutions are presented in Table 4A. These data must be interpreted with caution, however, because several likely influential variables are not controlled (e.g., number of years experience, educational background, tenure status, quality of work experience, and distribution across disciplines).

At all of the AAU universities except Duke University and University of Colorado at the rank of professor, men's average salaries by rank are higher than women's average salaries. The average percentage difference is greatest at the rank of professor (10.0%), followed by that for assistant professors (9.5%). The average percentage difference is least for associate professors (7.1%). UMCP's percentage differences in average salaries for male and female instructional faculty are 8.0 percent for professors,

3.5 percent for associate professors, and 6.3 percent for assistant professors. These percentage differences are below the average of the AAU institutions for each rank. UMCP has the 8th smallest percentage difference at the rank of professor, the 5th smallest percentage difference at the rank of associate professor, and the 6th smallest percentage difference at the rank of assistant professor.

Table 4B shows the same data for the restricted group of 10 peer universities (including UMCP). Among these 10 peer institutions, UMCP has the second smallest percentage difference between men's and women's salaries at the rank of professor, the smallest percentage difference at the rank of associate professor, and the third smallest percentage difference at the rank of assistant professor.

Representation of Women by Academic Rank

In addition to having lower average salaries, female faculty have lower representation than male faculty in all three ranks at these AAU institutions, especially at the rank of professor. Tables 5 and 6 show that of all full-time professors, women comprise only 6 to 12 percent at these institutions. The proportion of women associate professors ranges from 13 to 31 percent; of assistant professors, 20 to 45 percent. The proportion of women at UMCP falls above the middle of the range for professors, but at or below the middle of the ranges for associate and assistant professors. The overall number of women represented

at the 33 comparison institutions in the top three ranks of instructional faculty is 7,669 (19% of the total), compared to 32,370 men.

Tenure Rates by Academic Rank and Gender

Table 7 indicates that across all of the AAU institutions 97 percent of male and 96 percent of female full-time professors are tenured -- showing a first time increase for women. At UMCP, 100 percent of both male and female full-time professors have tenure. In the 33 comparison institutions, an average of 86 percent of male and 85 percent of female associate professors have tenure. UMCP is well above these averages with 99 percent male and 97 percent female full-time associate professors having tenure. At the assistant professor level, an average of 4 percent of men and 5 percent of women are tenured. At UMCP, 10 percent of male and 8 percent of female assistant professors are tenured.

Summary: The University of Maryland

Comparing UMCP to 33 AAU public and private institutions, this report analyzed data from the IPEDS survey, Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty, for FY 91.

The results presented in this report must be interpreted cautiously because several important variables that help explain salary differences are not controlled. Information is unavailable, for example, regarding distribution of faculty among disciplines, number of years of teaching experience, quality of experience, market supply factors, and cost of living in the institution's location. Some of the factors may be especially important in explaining differences in average faculty salaries among the various institutions; others may be more important in explaining differences between male and female faculty members' salaries.

At most institutions, including UMCP, the 9-month contract is more common than the 12-month contract regardless of academic rank. At all three ranks, UMCP reported lower average salaries for the 9-month contract than for the adjusted 12-month contract.

With the exception of the rank of professor at Duke University and the University of Colorado, for all AAU institutions, male instructional faculty had higher average salaries than did female faculty at each academic rank. UMCP's percentage difference falls below the mean percentage difference at all three ranks. Compared to the 9 "peer" schools, UMCP's percentage difference is, again, smaller than the mean percentage difference at each rank. At the 33 AAU institutions, female faculty have lower representation than

male faculty in all three ranks. The percentage of women who are tenured is slightly lower than the percentage of men who are tenured at the full professor and associate professor levels. At the assistant professor level, the percentage of women who are tenured is slightly higher than the percentage of men who are tenured. At UMCP, all full-time professors regardless of gender are tenured; 99 percent of men and 97 percent of women at the associate professor level are tenured; and 10 percent of men and 8 percent of women at the assistant professor level are tenured.

For additional details regarding this report, contact the Office of Institutional Studies at extension 55590.

Appendix 1

Institutions Included in the Faculty Salary Analysis

Institution	Peer
University of Arizona	X
Brandeis University	
University of California -- Berkeley	X
University of California -- Los Angeles	X
Carnegie-Mellon University	
University of Colorado	
Cornell University	
Duke University	
University of Florida	
University of Illinois	X
Indiana University	
University of Iowa	
Iowa State University	
University of Kansas	
University of Maryland	
Massachusetts Institute of Technology	
University of Michigan	X
Michigan State University	
University of Minnesota	X
University of Missouri	
University of Nebraska	
State University of New York -- Buffalo	
University of North Carolina	X
Northwestern University	
Ohio State University	X
University of Oregon	
Pennsylvania State University	
University of Pittsburgh	
Purdue University	
University of Texas	X
Tulane University	
University of Virginia	
University of Washington	
University of Wisconsin	

Table 1A

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 1990

Institution	Professor			Associate Professor			Assistant Professor			Three Ranks		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Arizona	$59,882	642	31	$43,571	375	29	$38,271	333	21	$50,020	1,350	30
Brandeis	63,551	155	23	45,505	67	24	37,578	58	27	53,853	280	15
Cal-Berkeley	76,318	972	2	50,206	219	8	41,029	208	9	66,984	1,399	2
Cal-UCLA	73,389	883	6	47,869	285	14	41,118	300	8	61,840	1,468	4
Carnegie-Mellon	76,149	244	3	51,056	141	5	46,127	137	3	61,492	522	5
Colorado	60,351	425	28	45,388	248	25	38,103	212	25	50,828	885	27
Cornell	71,451	439	9	49,334	175	9	43,541	172	6	60,419	786	7
Duke	75,769	322	4	51,802	160	4	43,507	147	7	62,133	629	3
Florida	65,161	1,073	16	50,997	785	7	47,797	741	1	55,932	2,599	12
Illinois	63,671	928	22	45,644	522	23	40,294	433	11	53,298	1,883	17
Indiana	62,259	610	25	43,461	342	30	35,225	289	32	50,783	1,241	28
Iowa	64,559	477	19	48,003	302	13	40,262	238	12	53,957	1,017	14
Iowa State	63,815	506	20	47,373	328	16	38,192	312	23	52,133	1,146	22
Kansas	52,837	464	32	40,329	261	32	33,636	204	33	45,107	929	32
MARYLAND	**69,069**	**527**	**11**	**48,566**	**419**	**10**	**40,666**	**241**	**10**	**56,065**	**1,187**	**11**
MIT	79,848	569	1	56,773	194	1	46,761	150	2	69,509	913	1
Michigan	70,660	862	10	52,134	357	3	43,816	476	5	59,220	1,695	8
Michigan State	60,516	977	27	46,090	484	20	37,434	389	29	51,888	1,850	23
Minnesota	62,554	748	24	46,141	448	19	40,048	284	14	53,267	1,480	18
Missouri	52,442	336	33	39,670	241	33	36,156	229	31	43,996	806	33
Nebraska	59,949	436	30	44,648	300	26	38,353	336	20	48,898	1,072	31
SUNY-Buffalo	73,002	421	7	53,377	349	2	40,243	259	13	58,101	1,029	9
North Carolina	65,789	560	15	47,288	313	17	38,088	221	26	54,900	1,094	13
Northwestern	73,653	432	5	51,055	211	6	44,161	219	4	60,629	862	6
Ohio State	66,238	775	14	47,645	645	15	39,964	484	15	53,260	1,904	19
Oregon	49,226	233	34	37,760	191	34	31,663	179	34	40,381	603	34
Penn State	65,069	597	17	46,273	441	18	38,192	440	23	51,460	1,478	24
Pittsburgh	63,794	441	21	45,875	402	22	37,883	347	27	50,185	1,190	29
Purdue	66,928	566	12	46,021	415	21	38,707	417	17	52,304	1,398	21
Texas	66,679	939	13	43,984	467	28	38,197	490	22	53,728	1,896	16
Tulane	64,625	160	18	48,445	166	11	38,653	129	18	51,358	455	25
Virginia	71,821	421	8	48,148	294	12	38,589	205	19	56,851	920	10
Washington	60,321	881	29	42,658	464	31	37,374	329	30	50,915	1,674	26
Wisconsin	61,241	924	26	44,443	261	27	39,406	401	16	52,956	1,586	20
Mean	$65,561	588		$46,938	329		$39,647	296		$54,321	1,213	
Median	$64,625			$46,273			$38,653			$53,267		

Note. Salaries of faculty on 12-month contracts were adjusted to a 9-month basis using 9/11. Rankings are based on the average salaries (i. e., largest average salary = 1). Salaries for the University of Maryland are excluded from the means and the medians. Numbers of faculty for the University of Maryland are excluded from the means.

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Table 1B

Average Instructional Faculty Salaries for Ten Peer Universities, by Academic Rank, Fall 1990

Institution	Professor			Associate Professor			Assistant Professor			Three Ranks		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Arizona	$59,882	642	10	$43,571	375	10	$38,271	333	8	$50,020	1,350	10
UC-Berkeley	76,318	972	1	50,206	219	2	41,029	208	3	66,984	1,399	1
UCLA	73,389	883	2	47,869	285	4	41,118	300	2	61,840	1,468	2
Illinois	63,671	928	8	45,644	522	8	40,294	433	5	53,298	1,883	7
MARYLAND	**69,069**	**527**	**4**	**48,566**	**419**	**3**	**40,666**	**241**	**4**	**56,065**	**1,187**	**4**
Michigan	70,660	862	3	52,134	357	1	43,816	476	1	59,220	1,695	3
Minnesota	62,554	748	9	46,141	448	7	40,048	284	6	53,267	1,480	8
North Carolina	65,789	560	7	47,288	313	6	38,088	221	10	54,900	1,094	5
Ohio State	66,238	775	6	47,645	645	5	39,964	484	7	53,260	1,904	9
Texas	66,679	939	5	43,984	467	9	38,197	490	9	53,728	1,896	6
Mean	$67,242	812		$47,164	403		$40,091	358		$56,279	1,574	
Median	$66,238			$47,288			$40,048			$53,728		

Note. Salaries of faculty on 12-month contracts were adjusted to a 9-month basis using 9/11. Rankings are based on the average salaries (i. e., largest average salary = 1). Salaries and numbers of faculty for the University of Maryland are excluded from the means and medians.

Table 2

Percentage of Full-Time Instructional Faculty on Nine-Month and Twelve-Month Contracts by Academic Rank, AAU Public and Private Institutions, Fall 1990

Institution	Professor		Associate Professor		Assistant Professor	
	9-Month	12-Month	9-Month	12-Month	9-Month	12-Month
Arizona	55%	45%	53%	47%	69%	31%
Brandeis	100	0	100	0	100	0
Cal-Berkeley	97	3	94	6	94	6
Cal-UCLA	91	9	90	10	83	17
Carnegie-Mellon	94	6	98	2	99	1
Colorado	100	0	99	1	100	0
Cornell	99	1	98	2	99	1
Duke	100	0	100	0	100	0
Florida	49	51	40	60	32	68
Illinois	88	12	86	14	92	8
Indiana	88	12	90	10	97	3
Iowa	87	13	82	18	84	16
Iowa State	63	37	81	19	92	8
Kansas	97	3	97	3	98	2
Maryland	**75**	**25**	**85**	**15**	**90**	**10**
MIT	90	10	97	3	99	1
Michigan	90	10	92	8	91	9
Michigan State	60	40	74	26	72	28
Minnesota	84	16	81	19	75	25
Missouri	70	30	73	27	78	22
Nebraska	62	38	62	38	76	24
SUNY-Buffalo	87	13	83	17	79	21
North Carolina	78	22	69	31	63	37
Northwestern	100	0	100	0	100	0
Ohio State	78	22	81	19	80	20
Oregon	98	2	96	4	98	2
Penn State	80	20	91	9	86	14
Pittsburgh	64	36	60	40	54	46
Purdue	50	50	72	28	81	19
Texas	100	0	100	0	100	0
Tulane	100	0	100	0	100	0
Virginia	86	14	91	9	94	6
Washington	74	26	74	26	72	28
Wisconsin	90	10	80	20	85	15
Mean	83%	17%	84%	16%	86%	14%

Note. Percentages for the University of Maryland are excluded from the means.

Table 3

Comparison of Nine-Month and Converted Twelve-Month Average Salaries by Academic Rank, AAU Public and Private Institutions, Fall 1990

Institution	Professor				Associate Profssor				Assistant Professor			
	9-Month	12-Month	Diff.[a]	% Diff.	9-Month	12-Month	Diff.[a]	% Diff.	9-Month	12-Month	Diff.[a]	% Diff.
Arizona	$64,798	$53,953	$10,845	16.7%	$46,609	$40,136	$6,473	13.9%	$40,334	$33,599	$6,735	16.7%
Brandeis	63,551				45,505				37,578			
Cal-Berkeley	76,589	68,848	7,741	10.1	50,577	44,332	6,244	12.3	41,269	37,427	3,842	9.3
Cal-UCLA	74,434	62,299	12,135	16.3	48,357	43,393	4,964	10.3	42,398	34,715	7,683	18.1
Carnegie-Mellon	75,460	87,481	(12,021)	-15.9	51,039	51,806	(767)	-1.5	46,207	40,786	5,421	11.7
Colorado	60,393	42,689	17,704	29.3	45,501	36,139	9,362	20.6	38,127	b	b	b
Cornell	71,304	92,803	(21,499)	-30.2	49,251	54,103	(4,852)	-9.9	43,485	b	b	b
Duke	75,769				51,802				43,507			
Florida	60,910	69,173	(8,263)	-13.6	40,633	57,833	(17,200)	-42.3	37,974	52,502	(14,528)	-38.3
Illinois	64,155	59,951	4,205	6.6	45,803	44,652	1,151	2.5	40,243	40,874	(631)	-1.6
Indiana	61,824	65,562	(3,738)	-6.0	43,549	42,691	858	2.0	35,436	29,348	6,088	17.2
Iowa	64,288	66,344	(2,056)	-3.2	47,490	50,413	(2,923)	-6.2	40,195	40,601	(406)	-1.0
Iowa State	63,650	64,095	(445)	-0.7	47,249	47,918	(669)	-1.4	37,765	43,312	(5,548)	-14.7
Kansas	52,902	50,909	1,992	3.8	40,286	41,892	(1,606)	-4.0	33,603	35,280	(1,677)	-5.0
Maryland	**68,134**	**71,892**	**(3,758)**	**-5.5**	**47,967**	**52,082**	**(4,116)**	**-8.6**	**40,518**	**42,068**	**(1,549)**	**-3.8**
MIT	78,268	93,766	(15,498)	-19.8	56,744	57,655	(910)	-1.6	46,878	38,045	8,833	18.8
Michigan	70,171	75,077	(4,906)	-7.0	51,595	58,009	(6,414)	-12.4	44,054	41,488	2,566	5.8
Michigan State	59,152	62,595	(3,443)	-5.8	46,114	46,022	92	0.2	38,414	34,947	3,468	9.0
Minnesota	63,649	56,881	6,768	10.6	46,278	45,549	729	1.6	40,482	38,748	1,734	4.3
Missouri	53,140	50,795	2,344	4.4	38,938	41,611	(2,673)	-6.9	36,598	34,572	2,025	5.5
Nebraska	60,567	58,932	1,635	2.7	44,320	45,185	(865)	-2.0	38,553	37,723	829	2.2
SUNY-Buffalo	72,245	78,151	(5,906)	-8.2	52,562	57,385	(4,823)	-9.2	40,652	38,688	1,964	4.8
North Carolina	63,268	74,842	(11,574)	-18.3	43,792	55,191	(11,399)	-26.0	37,327	39,404	(2,077)	-5.6
Northwestern	73,653				51,055				44,161			
Ohio State	66,808	64,238	2,570	3.8	47,426	48,585	(1,160)	-2.4	39,874	40,335	(462)	-1.2
Oregon	49,043	57,564	(8,520)	-17.4	37,804	36,616	1,187	3.1	31,799	23,686	8,113	25.5
Penn State	65,166	64,686	479	0.7	46,605	42,858	3,747	8.0	39,141	32,179	6,962	17.8
Pittsburgh	66,249	59,395	6,854	10.3	45,505	46,424	(920)	-2.0	38,031	37,706	325	0.9
Purdue	68,085	65,755	2,330	3.4	46,320	45,239	1,081	2.3	39,050	37,262	1,788	4.6
Texas	66,679				43,984				38,197			
Tulane	64,625				48,445				38,653			
Virginia	70,023	83,074	(13,051)	-18.6	47,675	53,241	(5,566)	-11.7	38,699	36,960	1,739	4.5
Washington	60,057	61,081	(1,025)	-1.7	41,743	45,311	(3,568)	-8.5	36,967	38,425	(1,458)	-3.9
Wisconsin	61,511	58,793	2,718	4.4	44,249	45,225	(976)	-2.2	39,586	38,382	1,204	3.0
Mean	$64,932	$66,062	($1,129)	-1.7%	$46,214	$47,336	($1,121)	-2.4%	$39,289	$37,577	$1,713	4.3%

Note. Salaries of 12-month faculty were adjusted to a 9-month basis using 9/11. Differences are calculated as (adjusted) 12-month average salary subtracted from 9-month average salary. Percentage differences are calculated as difference divided by 9-month average salary. Parentheses indicate negative values. Salaries for Brandeis University, Duke University, University of Maryland, Northwestern University, the University of Texas, and Tulane University, and for assistant professors at University of Colorado and Cornell University are excluded from the means.

[a]Calculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

[b]University of Colorado and Cornell University each had only one 12-month assistant professor.

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Table 4A

Average Salaries by Academic Rank for Male and Female Instructional Faculty, AAU Public and Private Institutions, Fall 1990

Institution	Professor					Associate Professor					Assistant Professor				
	Male	Female	Diff.[a]	% Diff.	Rank	Male	Female	Diff.[a]	% Diff.	Rank	Male	Female	Diff.[a]	% Diff.	Rank
Arizona	$60,481	$54,279	$6,202	10.3%	16	$43,988	$42,080	$1,908	4.3%	6	$39,819	$36,056	$3,763	9.5%	16
Brandeis	64,066	58,752	5,314	8.3	10	45,943	44,476	1,466	3.2	4	38,278	35,380	2,897	7.6	12
Cal-Berkeley	77,332	67,763	9,569	12.4	25	51,302	47,492	3,809	7.4	21	41,950	39,324	2,626	6.3	6
Cal-UCLA	74,410	65,826	8,584	11.5	20	48,893	45,377	3,516	7.2	19	41,988	39,427	2,561	6.1	5
Carnegie-Mellon	76,840	66,315	10,524	13.7	29	51,984	47,138	4,846	9.3	28	47,191	43,253	3,938	8.3	13
Colorado	60,316	60,792	(476)	-0.8	2	46,360	42,591	3,770	8.1	24	39,388	35,939	3,449	8.8	15
Cornell	71,964	63,296	8,668	12.0	24	50,204	46,662	3,542	7.1	17	44,853	39,349	5,504	12.3	28
Duke	75,163	84,029	(8,866)	11.8	1	52,052	51,098	955	1.8	1	44,585	40,813	3,772	8.5	14
Florida	66,058	54,994	11,064	16.7	33	51,640	48,228	3,412	6.6	11	49,455	43,341	6,114	12.4	29
Illinois	64,405	54,804	9,601	14.9	32	46,194	42,694	3,500	7.6	22	41,407	37,251	4,156	10.0	17
Indiana	63,124	55,691	7,433	11.8	23	44,614	40,549	4,065	9.1	27	36,585	32,694	3,891	10.6	21
Iowa	65,161	58,640	6,521	10.0	14	49,364	44,025	5,340	10.8	32	32,806	37,148	5,658	13.2	31
Iowa State	64,248	58,636	5,613	8.7	11	48,691	43,004	5,686	11.7	34	39,773	35,593	4,180	10.5	20
Kansas	53,288	47,787	5,501	10.3	16	41,071	37,896	3,176	7.7	23	34,138	32,753	1,385	4.1	3
Maryland	**69,735**	**64,160**	**5,575**	**8.0**	**8**	**48,968**	**47,230**	**1,738**	**3.5**	**5**	**41,535**	**38,918**	**2,617**	**6.3**	**6**
MIT	80,461	69,558	10,903	13.6	28	57,323	53,216	4,107	7.2	19	47,006	45,780	1,226	2.6	1
Michigan	71,381	63,097	8,284	11.6	22	53,618	48,156	5,462	10.2	31	45,555	40,074	5,482	12.0	27
Michigan State	61,194	55,059	6,135	10.0	14	46,952	43,791	3,161	6.7	13	38,650	35,850	2,799	7.2	11
Minnesota	62,971	59,023	3,948	6.3	4	46,683	44,694	1,989	4.3	6	41,690	36,782	4,909	11.8	26
Missouri	52,640	49,473	3,167	6.0	3	39,849	39,064	785	2.0	2	37,894	33,471	4,423	11.7	24
Nebraska	60,327	54,439	5,888	9.8	13	45,130	41,989	3,141	7.0	15	39,659	35,556	4,103	10.3	19
SUNY-Buffalo	73,892	63,487	10,405	14.1	30	54,481	48,979	5,502	10.1	30	41,646	37,420	4,226	10.1	18
North Carolina	66,522	59,329	7,193	10.8	18	48,155	45,328	2,827	5.9	10	38,726	37,273	1,454	3.8	2
Northwestern	74,310	66,195	8,115	10.9	19	51,805	48,289	3,516	6.8	14	45,131	41,914	3,217	7.1	8
Ohio State	66,921	59,241	7,680	11.5	20	48,391	45,027	3,364	7.0	15	41,891	36,682	5,209	12.4	29
Oregon	49,638	45,797	3,842	7.7	7	38,385	36,255	2,130	5.5	9	32,641	30,307	2,333	7.1	8
Penn State	65,308	60,987	4,321	6.6	6	46,976	42,898	4,078	8.7	25	40,083	34,497	5,587	13.9	32
Pittsburgh	64,781	56,720	8,061	12.4	25	46,676	43,610	3,066	6.6	11	39,048	36,278	2,771	7.1	8
Purdue	67,659	55,491	12,168	18.0	34	46,850	41,785	5,065	10.8	32	40,703	34,629	6,074	14.9	34
Texas	67,650	57,949	9,701	14.3	31	44,778	41,608	3,171	7.1	17	40,420	34,776	5,644	14.0	33
Tulane	65,179	59,958	5,222	8.0	8	48,664	47,710	954	2.0	2	40,034	35,345	4,689	11.7	24
Virginia	72,117	67,493	4,625	6.4	5	48,973	44,566	4,407	9.0	26	40,401	35,699	4,702	11.6	23
Washington	60,972	55,114	5,858	9.6	12	43,201	40,913	2,288	5.3	8	38,200	36,095	2,105	5.5	4
Wisconsin	62,139	54,004	8,135	13.1	27	45,721	41,391	4,330	9.5	29	41,204	36,640	4,564	11.1	22
Mean	$66,149	$59,516	$6,633	10.0%		$47,725	$44,321	$3,404	7.1%		$40,994	$37,072	$3,922	9.5%	

Note. Salaries of faculty on 12-month contracts were adjusted to a 9-month basis using 9/11. Differences are calculated as women's average salary subtracted from men's average salary. Percentage differences are calculated as differences divided by men's average salary. Rankings are based on the magnitude of the percentage differences (smallest percentage difference = 1). Salaries and percentages for the University of Maryland are excluded from the means.

[a]Calculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

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Table 4B

Average Salaries by Academic Rank for Male and Female Instructional Faculty, Ten Peer Universities, Fall 1990

Institution	Professor					Associate Professor					Assistant Professor				
	Male	Female	Diff.[a]	% Diff.	Rank	Male	Female	Diff.[a]	% Diff.	Rank	Male	Female	Diff.[a]	% Diff.	Rank
Arizona	$60,481	$54,279	$6,202	10.3%	3	$43,988	$42,080	$1,908	4.3%	2	$39,819	$36,056	$3,763	9.5%	5
UC-Berkeley	77,332	67,763	9,569	12.4	8	51,302	47,492	3,809	7.4	8	41,950	39,324	2,626	6.3	3
UCLA	74,410	65,826	8,584	11.5	5	48,893	45,377	3,516	7.2	7	41,988	39,427	2,561	6.1	2
Illinois	64,405	54,804	9,601	14.9	10	46,194	42,694	3,500	7.6	9	41,407	37,251	4,156	10.0	6
MARYLAND	**69,735**	**64,160**	**5,575**	**8.0**	**2**	**48,968**	**47,230**	**1,738**	**3.5**	**1**	**41,535**	**38,918**	**2,617**	**6.3**	**3**
Michigan	71,381	63,097	8,284	11.6	7	53,618	48,156	5,462	10.2	10	45,555	40,074	5,482	12.0	8
Minnesota	62,971	59,023	3,948	6.3	1	46,683	44,694	1,989	4.3	2	41,690	36,782	4,909	11.8	7
North Carolina	66,522	59,329	7,193	10.8	4	48,155	45,328	2,827	5.9	4	38,726	37,273	1,454	3.8	1
Ohio State	66,921	59,241	7,680	11.5	5	48,391	45,027	3,364	7.0	5	41,891	36,682	5,209	12.4	9
Texas	67,650	57,949	9,701	14.3	9	44,778	41,608	3,171	7.1	6	40,420	34,776	5,644	14.0	10
Mean	$68,008	$60,145	$7,862[b]	11.5%		$48,000	$44,717	$3,282[b]	6.7%		$41,494	$37,516	$3,978	9.5%	

Note. Salaries of faculty on 12-month contracts were adjusted to a 9-month basis using 9/11. Differences are calculated as women's average salary subtracted from men's average salary. Percentage differences are calculated as differences divided by men's average salary. Rankings are based on the percentage differences (smallest percentage difference = 1). Salaries and percentages for the University of Maryland are excluded from the means.

[a]Calculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

[b]The mean of the differences does not equal the difference between the means due to rounding.

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Table 5

Counts of Full-Time Instructional Faculty by Academic Rank and Gender, AAU Public and Private Institutions, Fall 1990

Institution	Professor			Associate Professor			Assistant Professor		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Arizona	642	580	62	375	293	82	333	196	137
Brandeis	155	140	15	67	47	20	58	44	14
Cal-Berkeley	972	869	103	219	156	63	208	135	73
Cal-UCLA	883	778	105	285	202	83	300	198	102
Carnegie-Mellon	244	228	16	141	114	27	137	100	37
Colorado	425	394	31	248	184	64	212	133	79
Cornell	439	413	26	175	132	43	172	131	41
Duke	322	300	22	160	118	42	147	105	42
Florida	1,073	986	87	785	637	148	741	540	201
Illinois	928	857	71	522	440	82	433	317	116
Indiana	610	539	71	342	245	97	289	188	101
Iowa	477	433	44	302	225	77	238	131	107
Iowa State	506	467	39	328	252	76	312	194	118
Kansas	464	426	38	261	200	61	204	130	74
Maryland	**527**	**464**	**63**	**419**	**322**	**97**	**241**	**161**	**80**
MIT	569	537	32	194	168	26	150	120	30
Michigan	862	787	75	357	260	97	476	325	151
Michigan State	977	869	108	484	352	132	389	220	169
Minnesota	748	669	79	448	326	122	284	189	95
Missouri	336	315	21	241	186	55	229	139	90
Nebraska	436	408	28	300	254	46	336	229	107
SUNY-Buffalo	421	385	36	349	279	70	259	173	86
North Carolina	560	503	57	313	217	96	221	124	97
Northwestern	432	397	35	211	166	45	219	153	66
Ohio State	775	706	69	645	502	143	484	305	179
Oregon	233	208	25	191	135	56	179	104	75
Penn State	597	564	33	441	365	76	440	291	149
Pittsburgh	441	387	54	402	297	105	347	201	146
Purdue	566	532	34	415	347	68	417	280	137
Texas	939	845	94	467	350	117	490	297	193
Tulane	160	143	17	166	128	38	129	91	38
Virginia	421	394	27	294	239	55	205	126	79
Washington	881	783	98	464	354	110	329	200	129
Wisconsin	924	822	102	261	184	77	401	243	158
Total	19,418	17,664	1,754	10,853	8,354	2,499	9,768	6,352	3,416
Mean	588	535	53	328	253	75	296[a]	192	103

Note. The counts of full-time instructional faculty for the University of Maryland are excluded from the totals and the means.

[a]Subtotals do not add due to rounding.

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Table 6

Percentages of Men and of Women Full-Time Instructional Faculty by Academic Rank, AAU Public and Private Institutions, Fall 1990

Institution	Professor		Associate Professor		Assistant Professor	
	Men	Women	Men	Women	Men	Women
Arizona	90%	10%	78%	22%	59%	41%
Brandeis	90	10	70	30	76	24
Cal-Berkeley	89	11	71	29	65	35
Cal-UCLA	88	12	71	29	66	34
Carnegie-Mellon	93	7	81	19	73	27
Colorado	93	7	74	26	63	37
Cornell	94	6	75	25	76	24
Duke	93	7	74	26	71	29
Florida	92	8	81	19	73	27
Illinois	92	8	84	16	73	27
Indiana	88	12	72	28	65	35
Iowa	91	9	75	25	55	45
Iowa State	92	8	77	23	62	38
Kansas	92	8	77	23	64	36
Maryland	**88**	**12**	**77**	**23**	**67**	**33**
MIT	94	6	87	13	80	20
Michigan	91	9	73	27	68	32
Michigan State	89	11	73	27	57	43
Minnesota	89	11	73	27	67	33
Missouri	94	6	77	23	61	39
Nebraska	94	6	85	15	68	32
SUNY-Buffalo	91	9	80	20	67	33
North Carolina	90	10	69	31	56	44
Northwestern	91	9	78	22	70	30
Ohio State	91	9	78	22	63	37
Oregon	89	11	71	29	58	42
Penn State	94	6	83	17	66	34
Pittsburgh	88	12	74	26	58	42
Purdue	94	6	84	16	67	33
Texas	90	10	75	25	61	39
Tulane	89	11	77	23	71	29
Virginia	94	6	81	19	61	39
Washington	89	11	76	24	61	39
Wisconsin	89	11	70	30	61	39
Mean	91%	9%	76%	24%	65%	35%

Note. Percentages of full-time instructional faculty for the University of Maryland are excluded from the means.

Table 7

Percentages of Full-Time Instructional Faculty Who Are Tenured, by Academic Rank and Gender, AAU Public and Private Institutions, Fall 1990

Institution	Professor			Associate Professor			Assistant Professor		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Arizona	94%	95%	80%	84%	85%	79%	2%	2%	2%
Brandeis	100	100	100	92	95	85	0	0	0
UC-Berkeley	97	97	95	95	95	95	0	0	0
UCLA	90	91	86	90	92	86	0	0	0
Carnegie-Mellon	99	99	100	40	39	44	0	0	0
Colorado	99	99	100	88	90	82	12	12	12
Cornell	99	99	96	90	91	86	0	0	0
Duke	96	99	100	79	80	76	3	3	2
Florida	95	95	95	82	82	83	4	4	5
Illinois	99	99	100	97	97	100	2	1	4
Indiana	93	94	83	78	79	75	2	2	2
Iowa	99	99	97	93	93	92	8	3	14
Iowa State	99	99	100	96	96	94	20	17	17
Kansas	99	99	97	92	91	95	12	10	4
MARYLAND	**100**	**100**	**100**	**99**	**99**	**97**	**10**	**10**	**8**
MIT	100	100	100	60	59	69	0	0	0
Michigan	96	96	93	88	88	90	0	0	0
Michigan State	98	99	100	91	92	90	4	2	7
Minnesota	95	95	100	92	92	91	7	4	14
Missouri	99	99	100	88	88	89	7	6	8
Nebraska	98	99	96	76	77	73	5	5	6
SUNY-Buffalo	97	97	100	86	87	84	1	1	1
North Carolina	99	99	100	85	86	83	3	5	1
Northwestern	97	97	100	78	75	86	0	0	1
Ohio State	100	100	100	97	97	97	27	22	34
Oregon	98	98	100	93	91	98	1	1	1
Penn State	96	96	96	81	81	81	10	11	7
Pittsburgh	95	94	100	84	86	79	0	0	0
Purdue	99	99	100	91	91	91	9	8	12
Texas	99	99	100	99	99	100	0	0	0
Tulane	98	100	88	84	88	73	4	4	5
Virginia	95	95	92	86	87	80	1	1	1
Washington	95	96	94	91	91	100	3	4	2
Wisconsin	99	99	97	93	96	87	1	2	1
Mean	97%	97%	96%	86%	86%	85%	4%	4%	5%

Note. Percentages of full-time instructional faculty for the University of Maryland are excluded from the means.